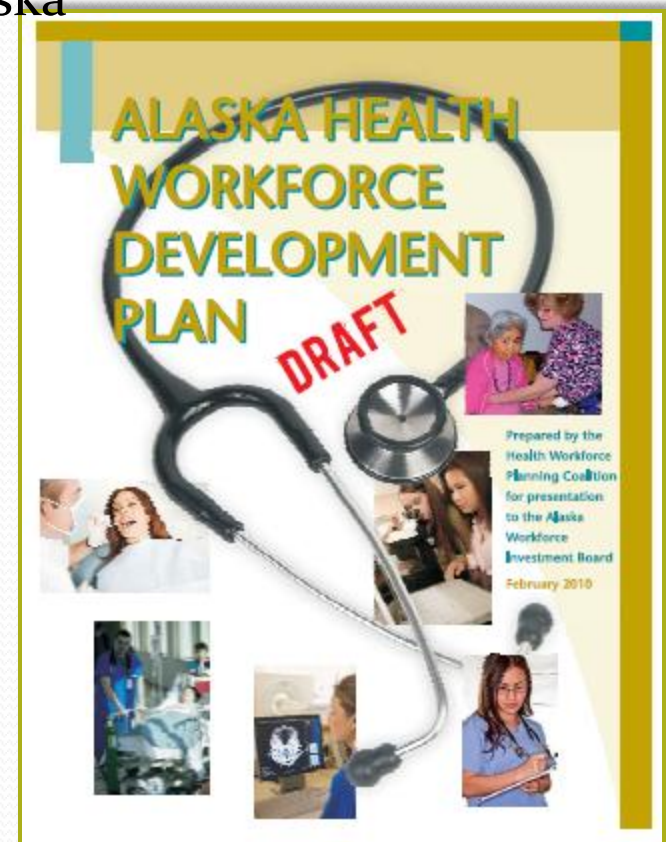


Alaska Health Workforce Plan

A Presentation to the Alaska Workforce Investment Board
Monday, May 3, 2010
Anchorage, Alaska

Presented by:
Alaska Healthcare Coalition



Objectives

- Review Revised Work Plan
 - Executive Summary (pages i and ii)
- Highlight Occupational Priorities
 - Two Key Examples
 - Physician
 - Behavioral Health Aide/Village Counselor
- AWIB Questions and Discussion
- Consideration of Resolution for Endorsement

Input Sought – Fall thru Spring

- Alaska Behavioral Health Conference
- ASHNHA Workforce Conference
- Alaska Health Summit
- Alaska Native Health Board
- Alaska Workforce Investment Board
- DHSS Leadership Team
- Alaska Rural Health Conference
- Other Healthcare Stakeholders

Progress – Spring 2010

- February 23rd: Provided AWIB with an overview of the plan
- Identified key areas of focus
- March-April: Received additional input
- Incorporated input and expanded the strategy section on occupational priorities

March Issue of Trends Magazine

Again, Brynn and her staff have done an excellent job of providing information about the changes and growth in Healthcare in Alaska. Clearly the economic impact is significant, and our work together so important as Alaska plots its future in serving its citizens.

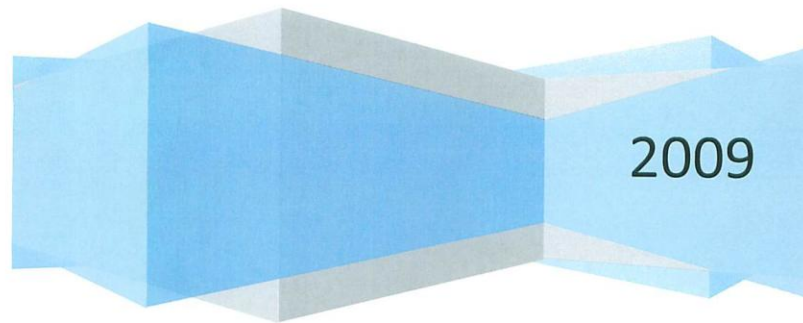


State of Alaska

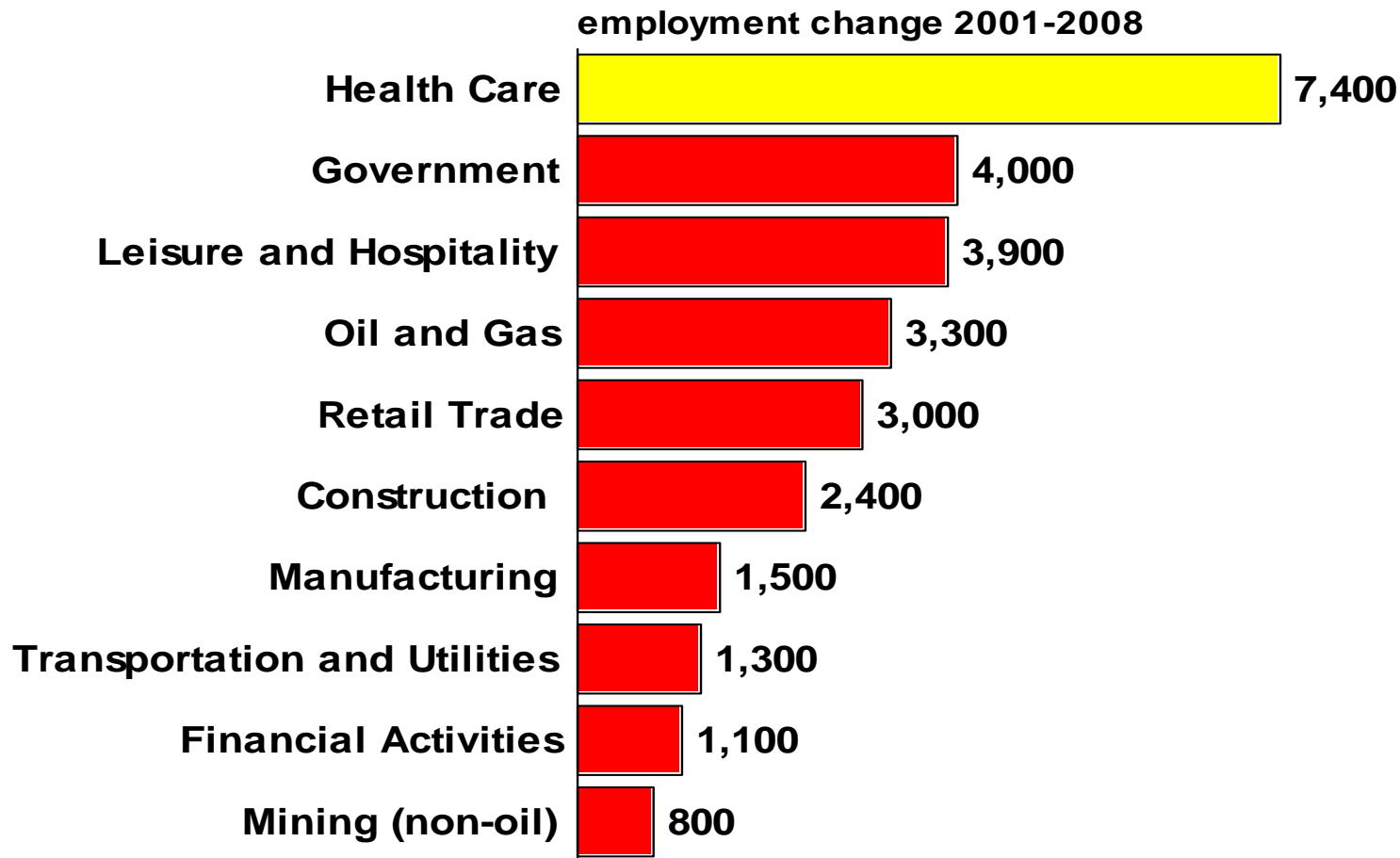
Transforming Health Care in Alaska

2009 Report/2010 – 2014 Strategic Plan

Alaska Health Care Commission



Health Care - the Number One Job Generator in the 2000s



Workforce Plan based on Studies

www.hss.state.ak.us/commissioner/PhysicianSupply.htm

Securing
an
Adequate
Number
of
Physicians
for
Alaska's
Needs

Report of the Alaska Physician Supply Task Force

August 2006

prepared for Mark Hamilton, President,
University of Alaska and
Karleen K. Jackson, Ph.D., Commissioner,
Alaska Department of Health and
Social Services

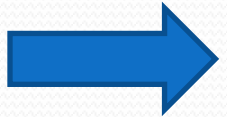
Strategies



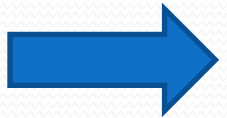
Engage



Train



Recruit



Retain



Management of the Plan



Engage

- ▶ Public Awareness campaign
- ▶ Importance of health
- ▶ Broader knowledge of career paths / opportunities
- ▶ Engage employers
- ▶ Stability of career/industry
- ▶ Engage public officials
- ▶ Needed throughout AK
- ▶ Raise awareness of scholarship opportunities
- ▶ Linkage to efforts to improve health outcomes

Train

- ▶ K-12 training
- ▶ Occupational Preparation
 - Subcategories TBD by occupation & licensing certification requirements
- ▶ Professional Development (post-employment)
 - Toolkit: Employer Academies to accelerate skills & advanced certifications
- ▶ Expand Post graduate programs (Residencies, fellowships)
- ▶ Increase access to education:-
 - Develop needs based scholarships
- ▶ Train as close to community as possible
- ▶ Leverage technology / distance learning
- ▶ Increase work-based learning
 - Job shadow, & internships
 - financial assistance,
 - Ind. Exposure
 - Link to recruiting
 - Add academic credit

Recruit

- ▶ Start early – see Engagement
- ▶ Out-of state strategies
 - Leverage L48 connections
 - Cross employer sharing
- ▶ Incentives for 'hard to recruit' in Alaska
- ▶ Maximize use of loan repayment programs, e.g. NHSC, IHS
- ▶ Promote AK / Rural Rotations; increased funding
- ▶ Ensure effective distribution of skills across state
- ▶ Utilize Federal programs (J1 visa, NHSC, etc.)
- ▶ Create HC focused State of Alaska loan repayment program
- ▶ Enhance payment for teaching hospitals (Medicaid & Medicare policy)
- ▶ Outreach to AK's attending Outside schools
- ▶ Opportunity clearinghouse
- ▶ Create a positive policy / economic environment for medical providers



Retain

- ▶ Cross reference some professional development
- ▶ Effective on-boarding programs
- ▶ Preceptorship
- ▶ Career advancement opportunities
- ▶ Borrow 'sustain workforce' ideas from other states

Manage the Plan

- ▶ Formalized structure for ongoing accountability
- ▶ Ensure regular collection and assessment of workforce data
- ▶ Develop effective funding sources to support strategies
 - Align granting agencies
 - Leverage existing resources
- ▶ Align health status and workforce data
- ▶ Monitor plan results
- ▶ Ensure plan is reviewed and revised to changing health care environment
- ▶ Develop policy environment that supports healthcare workforce

Alaska Health Occupational Priorities in Statewide Workforce Plan

- Behavioral Health Aide/Village Counselor
- Primary Care Physician
- Advanced Nurse Practitioner
- Substance Abuse (and behavioral disorder) Counselor
- Registered Nurse
- Community Health Aide/Practitioner
- Social Worker
- Oral Health Practitioner
- Psychiatrist
- Human Services Worker
- Pharmacist

Alaska Health Occupational Priorities in Statewide Workforce Plan

- Therapist and Therapist Assistant
- Nurse Educator
- Health Informatics Staff
- Direct Care Worker

Alaska Health Occupational Priorities in Statewide Workforce Plan

- Please turn to page 26 for detailed examples
 - Physician
 - Behavioral Health Aide/Village Counselor

Going Forward in 2010

- Respectfully Request AWIB's Endorsement of the Plan
- Determine Structural-Sustainability of the plan
- Coalition continues to work on action steps to implement plan:
 - Legislation that addresses plan priorities
 - Professional Financial Incentives (SB 139)
 - Career and Technical Education (HB 317)
 - Sustainability and Expansion of Area Health Education Consortium (AHEC)
- Expansion of Use of Apprenticeship in Appropriate Health Occupations

Questions

More Information

- Draft Plan, meeting notes, contact information and future updates available at:
<http://sites.google.com/site/akhcwfdev/home>
- We welcome your input and participation.